

F G7 '7 fcbYbVYf[. 'Nk Y]a U`'Ui Z'XYa
HfYddW\Yb 'VY]'F c``\cW_Ym!A Y]ghYfgW\UZh°

8Yf'F G7 '7 fcbYbVYf['g]W\Yfh'g]W\ 'VY]'XYf'8Yi hgW\Yb
F c``\cW_Ym!A Y]ghYfgW\UZh'&\$&) 'nk Y]a U`'9XY'a YhU``'b'; YfU"



; YfUž'8Yi hgW\`UbX'!'8]Y'F c``\cW_Ym!Ni _i bZh'XYg'FG7
7 fcbYbVYf['ghfU\`h]b'XYb': UfVYb'XYg'9fZc`[g"'5a "' '\$" ' † b] '\$&)
_Y\fhY'X]Y'6! † [YbX'XYg'J YfY]bg'a]h'XYa 'H]hY`'XYg'XYi hgW\Yb
J]nYa Y]ghYfg'Ui g'FYa gW\Y]X'ni fØW_"'8 Ug'Hi fb]Yf'ZUbX'Ua ' &%"
i bX'&&" ' † b]]b'XYf'5`ZfYX!< YbW_Y'g!< U`Y'ghUhh'i bX'k Uf'Y]b
k U\fyf'?fUZhU_h'ZØf'X]Y'† b[Yb'Gdcfh'Yf"'6YgcbXYfy'5bYf_Ybbi b[
[YVØ\fh'XYa 'HfU]bYfhYUa ž'VYghY\YbX'Ui g'H\ca Ug'?Ø\Yfž
8Ub]Y'U'<Øj Y'a Ubbž'@ W\g'GY]X'Yf'i bX' † bg'BYi hU[ž'XUg'X]Y
 † b['Øk Yb'\Yfj cffU[YbX'Ui Z'X]Y'< YfUi gZcfXYfi b[Yb'j cfVYfY]hYh
\Uh"'8]Y'7 fcbYbVYf[Yf'K cW\Y'VYf]W\hYhj cb'Y]bYa
gdUbbYbXYb'Hi fb]Yfj Yf'Ui Z'XYf'b]W\h'bi f'X]Y'Gd]Y'Yfž'gcbXYfb
Ui W\X]Y': Ubg'a]hfY]» Yb'_cbbhY"

8cW`XYf`FG7`UhhY`b]W`h`bi`f`X]Y`6!` [YbX`]a` ; Yd`A`W`"5i`W`X]Y`
5!` [YbX`ZY]YfhY`a`]h`Y]bYa` `A`Y]ghYfh]hY` [fc»Y`9fZc` [Yž`k`A`fYbX`
X]Y`7!` [YbX`XYb`Z0b`ZhYb`D`Uhn`VY`Y [hY`" `b`Y]bYa` `dUW`YbXYb`
D`Uhn]Yfi`b [ggd]Y`gYhnhY`g]W`X]Y`7!` [YbX`a`]h` (.% [Y [Yb`G?`
; Yfa`Ub]U`<Yff]b [Yb`Xi`fW`"8Yf`J`YfY]bg [Y]gh`k`Uf`ØVYf`X]Y`
5`hYfg`_`UggYb` \]bk`Y [`gdØfVUf`i`bX`nY][`hY`g]W`]b`XYb`
\YfUi`gfU [YbXYb`@Y]ghi`b [Yb`Ui`Z`XYa` `Gd]Y`ZY`X"

6!` [YbX`U`g`J`]nYa`Y]ghYf`

8]Y`6!` [YbX`ghUfhYhY`ghUf`_]bg`Hi`fb]Yf`" `a` `YfghYb`J`cffi`bXYb`gd]Y`
hf]i`a`d` \]YfhY`XUg`HYUa` `ØVYf`X]Y`G; `K`U`gi`a`#`YfU`a`]h`&.%`" `a`
nk`Y]hYb`Gd]Y`_`cbbhY`XYf`FG7` [Y [Yb`<GJ`?`fYZY`X`Y]b`
VYY]bXfi`W`YbXYg` (. (`YffY]W`Ybž`k`Ug`]\`bYb`XYb` ; fi`ddYbg]Y [
VYgW`YfhY`"8Yf`FG7`7fcbYbVYf [`UhhY`g]W`a`]hj`]Y`A`Ø`Y`i`bX`
; YgW`]W`XYb`YfghYb`D`Uhn`]b`XYf`J`cffi`bXY` [Yg]W`Yfhž`k`Ug`X]Y`
` [b [g`Z0f`XUg`<U`VZ]bU`Y`ei`U`]Z]n]YfhY`"8]Y`K`YVg]hY`XYg`FG7`
7fcbYbVYf [`YVh`X]Y`Yb`hgW`Y]XYbXYb`A`ca`Yb`hY`XYf`Gd]Y`Y`
\Yfj`cfž`]bgVYgcbXYfY`XYb`XfUa`Uh]gW`Yb`Hi`fbUfci`bX`]a` `A`U`hW`
 [Y [Yb`?`fYZY`X!`<Ø`g"

`a` `<U`VZ]bU`Y`hfUZ`X]Y`6!` [YbX`XUbb`Ui`Z`XYb`Hi`G`8ØggY`XcfZ`
BcfX`"B`UW`Y]bYa` `gdUbbYbXYb`Gd]Y`ž`]b`XYa` `XYf`FG7`ni`f`
<U`VnY]h`\$.%`ni`fØW`_`U [ž`a`cV`]g]YfhYb`X]Y`Gd]Y`Yf`]fY`?`f`A`ZhY`i`bX`
XfY`\`hYb`XUg`Gd]Y`a`]h`Y]bYa` `9bXghUbX`j`cb`"`.%"8Ua`]h`\UhhYb`g]Y`
g]W`Z0f`XUg` ;]bU`Y`ei`U`]Z]n]Yfh`i`bX`hfU`hYb` [Y [Yb`X]Y`ZUj`cf]g]YfhY`
G; ` ; YfU`#`K`U`gi`a` `Ub`"8Yf`HfUi`a` `j`ca` `A`Y]ghYfh]hY`k`Uf`]b`
 [fY]ZVUfYf`B`A`Yž`UVYf`]a` ;]bU`Y`a`i`gghY`g]W`X]Y`6!` [YbX`_`bUdd`
a`]h`%`& [YgW`U [Yb` [YVYb`"8]Y` [b [g`_`A`a`d`ZhYb`V]g`ni`f`Y`hnhYb`
GY`_i`bXYž`XcW`XUg` ; `ØW`_k`Uf`b]W`h`Ui`Z`\`fYf`GY]hY`"

9fZc` [Y`XYf`7!` [YbX`

B]W`h`ini` `j`Yf [YggYb`]gh`X]Y`7!` [YbX`XYg`FG7`ž`X]Y`Y]b`
fYgdY`_`hUV`Yg`Hi`fb]Yf`gd]Y`hY`i`bX`g]W`X`Yb`Z0b`ZhYb`D`Uhn`g]W`YfhY`"
5i`W`g]Y`nY][`hYb`]a` `D`Uhn]Yfi`b [ggd]Y` [Y [Yb`G?` ; Yfa`Ub]U`
<Yff]b [Yb`Y]bY`ghUf`_Y`@Y]ghi`b [`i`bX`_`cbbhYb`XYb`9fZc` [`a`]h`
Y]bYa` ` (.%ZY]Yfbž`k`Ug`Y]ba`U`a`Y`\`f`X]Y`\`Yfj`c`ffU [YbXY`

B U\k i \gUfVY]h]a `J YfY]b`i bhYfghfY]W\h"Fc``\cW_Ym"XY`V]YhYh
ni g\h`]\W`i a ZUggYbXY`bZcfa Uh]cbYb`ni `XYb`9f[YVb]ggYb`i bX
XYa `J Yf`Ui ZXYf`A Y]ghYfgW\UZhYb"

A]h`X]YgYa `VYa Yf_Ybgk YfhYb`5VgW\`i gg`XYg`Hi fb]Yfg`\Uh]g]W
XYf`FG7`7fcbYbVYf[`b]W\h`bi f`U`g`K Yh_Ua`dZgh\hhY`žgcbXYfb`U`g
VYXYi hYbXYf`D`UmYf`]a `Fc``\cW_YmGdcfh`YhUV`]Yfh`8 Ug`HYUa ` \Uh
VYk]YgYbž`XUgg`a]h`; YgW\]W_ž`HYUa [Y]gh`i bX`i bYfa`ØX`]\WYa
9]bgUhm`Ui W\ [fc»Y`<YfUi gZcfXYfi b[Yb`[Ya Y]ghYfh`k YfXYb
ÖbbYb``8]Y`b\W\ghYb`N]Y`Y`g]bX`VYfY]hg``Uf.`8]Y`š [YbXUfVY]hYb
[Y\Yb`k Y]hYfž`i bX`X]Y`_ca`a YbXYb`GU]gcbYb`j YfgdfYW\Yb
gdUbbYbXY`8i Y`Y`i bX`bYi Y`7\UbW\`b`Ui Z`H]hY`"

8YhU]`g	
C fh	; YfUž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "WfcbYbVYf[Yf!k cW\Y"XY• k k k "fgW\WfcbYbVYf["XY• fc``\cW_Ym"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U["bYh